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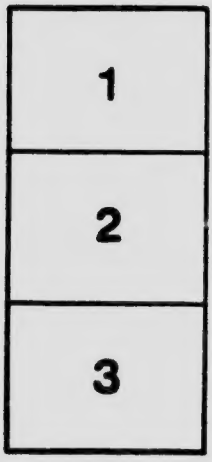

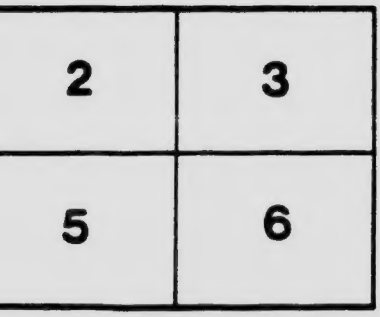

AGREEMENT

Between

THE CROW'S NEST PASS COAL COMPANY, LIMITED *and its* EMPLOYEES ∴∴∴

As represented by District No. Eighteen United Mine Workers of America

April 1st, 1909 to Mar. 31st, 1911

AGREEMENT

—— Between ——

THE CROW'S NEST PASS COAL COMPANY, LIMITED *and its* EMPLOYEES ∴∴∴

As represented by District No. Eighteen
United Mine Workers of America

April 1st, 1909 to Mar. 31st, 1911

DISTRICT LEDGER

L834 - 4405

AGREEMENT

THIS MEMORANDUM OF AGREEMENT, entered into this thirtieth day of March, A. D. 1909, by the CROW'S NEST PASS COAL COMPANY, LIMITED, a Company duly incorporated under the laws of Canada, (hereinafter called the "Company.)"

AND

The EMPLOYEES of the Crow's Nest Pass Coal Company, Limited, in the Province of British Columbia, as represented by the United Mine Workers of America, District No. 18, (hereinafter called the "District.")

WITNESSETH, that for and in consideration of the mutual advantage of the parties hereto, and of the several Schedules herein; that is to say, Schedule A-B-C-D-E-F and G, it is hereby agreed between the parties hereto, as follows:

This agreement covers all the mines, coke ovens and outside plants operated by the Company, and all persons accepting employment at these mines shall be governed by the following regulations;

The Company will require each person employed by it, or to be employed by it, as a miner, mine laborer, or otherwise, in and about the mines and coke ovens of the said Company, to sign this agreement, as a condition precedent to continued employment of the person already employed or to be employed.

The term of this agreement shall begin April 1st, 1909, and expire March 31st, 1911.

MANAGEMENT OF MINE

The right to hire and discharge, the management of the mine, and the direction of the working forces are vested exclusively in the Company, and the United Mine Workers of America shall not abridge this right.

SETTLEMENT OF LOCAL AND GENERAL DISPUTES

(A) In case any disputes or grievances arise under this agreement or any local agreement made in connection therewith, whether the dispute or grievance is claimed to have arisen by the Company or any person or persons employed, or by the men as a whole, then the parties shall endeavor to settle the matter as hereinafter provided. But before any grievances or disputes shall be submitted to the Pit Committee, the person or persons affected shall endeavor, by personal application to the Overman or Foreman in charge of the work where the dispute arises, to settle the matter, and in the event of them agreeing, their decision shall be final.

(B) In case of any local dispute arising in any mine, and failure to agree between the Overman or Foreman and any employee, the Pit Committee and Mine Manager shall endeavor to settle the matter, and if they agree, their decision shall be final.

(C) In the event of the failure of the Pit

Committee and the Mine Manager to settle any dispute so referred to them, as well as in the event of any other dispute arising, the matter in dispute shall be referred to the General Superintendent or General Manager of the Company and the Officers of District No. 18, United Mine Workers of America, for settlement, and if they agree, their decision shall be final and binding upon both parties.

(D) In the meantime and in all cases while disputes are being investigated and settled, the miners, mine laborers and all other parties involved must continue to work pending investigation and until final decision has been reached; but where miner, miners, mine laborer, or mine laborers, has or have been discharged by the Company, he or they shall not remain in the employ of the Company while his or their case is being investigated and settled. If a claim be made within five days where a man or men has or have been unjustly discharged, the case shall be dealt with according to this article, and if it is proven that he or they have been unjustly dealt with, he or they shall be reinstated. If a claim is made for compensation for time lost, in cases where reinstatement has followed, it shall be left to the Management of the Company and the Officers of District Number 18, United Mine Workers of America, to decide what amount, if any, is to be paid.

(E) Any breach of this agreement by any of the parties hereto is not to void the said agreement, but the same is to continue in full force and effect. It is not intended, however, by this sub-section to abridge the right of the men to suspend work after the final settlement as herein provided, if the Company refuse to be bound by any decision given against them under this article.

DUTIES OF PIT COMMITTEE

The Pit Committee shall be a committee of three in each Colliery or other plant covered by this agreement, selected by the employees working at such Colliery or other plant, from amongst their own number, except one member may be a Checkweighman, or an Officer of the Local Union, not necessarily an employee of the Company; this member must previously have been selected as Checkweighman or Officer from amongst the employees of aforesaid Colliery or other plant; due notice of such selection properly certified shall be given to the Company.

The duties of the Pit Committee shall be confined to the settlement of disputes between the Overman or Foreman, and any employee working in or around the mines, arising out of this agreement, and all agreements made in connection therewith, the Overman or Foreman and man or men having failed to agree.

The Pit Committee, in discharge of its duties, shall under no circumstances go around the mine for any cause whatever, unless called upon by the Overman or Foreman, or by a miner or day man, who may have a grievance which he has first tried to, and cannot settle with the Boss.

Members of the Pit Committee employed as day men, shall not leave their places of duty during working hours, except by permission of the Overman or Foreman, or in cases involving the stoppage of the mine.

NEW WORK

Whenever any new work arises, a price for which has not been provided in this agreement, the Company and the Officers of the United Mine Workers of America, District Number

Eighteen, shall meet within thirty days and arrange a price. In the meantime, and until such price has been arranged, the men shall be paid according to the day wage scale.

Whenever any new system is inaugurated, or radical change in the present system is made in any mine, where there is a contract price fixed thereon, the Company or the Employees may ask for a price to be fixed on the work as "New Work"; as for example, a change from "Longwall" to "Pillar and Stall," or vice versa, shall be considered "New Work."

PENALTY FOR ABSENCE FROM WORK

When an employee absents himself from his work for a period of two days, unless through sickness, or by first having arranged with the Overman and obtained his consent, he may be discharged. All employees whose absence would cause any stoppage of work must before absenting themselves, properly arrange with or notify the Overman or Foreman, for any or all absences; otherwise they may be discharged; any employee who habitually, to the extent of five days per month, absents himself from work may be discharged.

PENALTY FOR STOPPAGE OF WORK

If any employee or employees shall cause a stoppage of work in violation of this agreement, he or they shall be subject to discharge by the Company without recourse.

CHECK-OFF SYSTEM

The Company will give to the United Mine Workers of America full recognition and concede the check-off system; that is to say, upon the individual request in writing of any of the Company's employees the Company shall deduct such monies from their wages each month as

is designated, for dues, assessments, fines and initiation fees; in other words, the Company will retain from the wages due employees any sum they may have given orders upon the Company for in writing, payable to such officers of the United Mine Workers of America, as may be designated in such orders, which shall be continuous orders not revokable while the makers remain in the employ of the Company; except that the employees embraced in the article headed "Employees not under Jurisdiction," may revoke orders, as above, given by them.

EMPLOYEES NOT UNDER JURISDICTION

The following employees are not under the jurisdiction of the United Mine Workers of America:

Mine Manager or Superintendent, Overman or Assistant Overman, Fire Bosses, Boss Driver, Stable Boss, Master Mechanic, Electricians, Weighmen, Head Carpenter, Tipple or Breaker Foreman, Loader Boss, Night Watchman, Coke Oven Foreman, Outside Foreman, and all other Foremen, Timekeepers, Coal Inspectors and Head Lamp Men. If any of the above officials are members of the United Mine Workers of America, they may remain members if they so desire.

EMPLOYEES TO CARE FOR MINE

In case of either local or general suspension of mining, either at the expiration of this contract, or otherwise, the engineers, firemen and pumpmen shall not suspend work, but shall, when mining is suspended, fully protect all of the Company's property under their care, and operate fans and pumps, and lower and hoist such men and supplies as may be required to protect the Company's propcrty, and any and

all coal required to keep up steam at the Company's coal plant; but it is understood and agreed that the Company will not ask them to hoist any coal for sale on the market.

CONSTRUCTION AND EXTENSIVE REPAIRS

It is agreed that all men working on improvements and extensive repairs are not included in the jurisdiction of the United Mine Workers of America.

The erection of head frames, tipples, breakers, washers, buildings, coke ovens, scales, machinery, railroad tracks, and switches, etc., necessary for the completion of a plant, all being in the nature of construction work, and extensive repairs, or rebuilding of the same class of work are to be considered as improvements and extensive repairs and the employees thereon are to be excluded s above, when employed on such work only.

MARKET RESTRICTIONS

It is agreed that the United Mine Workers of America will not in any way restrict or interfere with the marketing of coal or coke to any person, firm or corporation.

LOADING OF COAL FROM CHUTES

In pitching seams, where chutes are used, the Company will handle all coal placed in chutes by the Miners.

Where the present practice in the mines of the Crow's Nest Pass Coal Company differs from the above it is understood that all new work shall conform to the above rule; but places now working beyond the first cross-cut shall continue under the present practice until finished.

CHECKWEIGHMEN

The Company will grant the right to the Miners to employ check-weighers, and will grant the said checkweighers every facility to enable them to render a correct account of all coal weighed, and will allow the cars to be tared from time to time, and the machine to be properly tested from time to time, and will deduct from the wages of all contract miners such amounts as may be designated from time to time and will pay over the same to the Secretary of the Local Union for wages of Checkweighers.

TURN IN CARS

The Company shall, as far as practicable, supply each and every employee with a sufficient number of cars to enable him to remove expeditiously and without loss of time, all the coal mined by him.

The Company shall see that an equal turn of cars be offered to each miner, and that he be given a fair chance to obtain same. The Checkweighman shall keep a turn bulletin for the Turnkeepers' guidance. The driver shall be subject to whomever the Mine Manager shall designate as turnkeeper in pursuance thereof.

SINGLE SHIFT

The single shift system in rooms and pillars shall be adhered to as far as practicable.

PREFERENCE OF EMPLOYMENT

In case an employee is thrown out of employment, unless discharged, he shall be given preference over new men in other mines in the same camp operated by the Company.

RETIREMENT

Where any employee has drawn his time before the regular pay day, he thereby severs his connection with the Company, and any alleged grievance he may have ceases to be a question for consideration under this agreement.

BACKHANDS

If at any time the majority of the miners and backhands at any Colliery decide by a ballot vote to work as partners, the Company shall recognize such men as partners, and will not allow any individual to employ backhands on contract work thereafter.

On all Company work the Company shall employ such class of men as the work requires, and at the rates of wages provided for in this agreement.

The present system of working partners at Coal Creek shall be adhered to.

SUB-CONTRACTING

No sub-contracting shall be allowed in any mine operated by the Company, but this shall not apply to the employment of backhands.

MINERS TAKEN TO DO COMPANY WORK

The Company shall pay the sum of three dollars ($3.00) per day for all miners taken from contract work to do Company work.

ROCK MINERS

Where a man is continuously engaged on rock work where hammer and steel are used, he shall be considered a Rock Miner, and paid Rock Miner's wages.

If an air drill be used the Driller shall be paid Machine Runners' wages, and the helpers

paid Machine Runners' helpers' wages: the other men engaged shall be classed as miners or laborers, as may be.

Where a man is engaged on work in both rock and coal, if the amount of rock is greater than the amount of coal, he shall be classed as a Rock Miner, and where the amount of coal is greater than the amount of rock, he shall be classed as a Coal Miner.

BRUSHING

Where a man is engaged on continuous Brushing, either top or bottom, using the usual drills and tools, he shall be classed as a Coal Miner; if the Brushing be done by hammer and steel, he shall be classed as a Rock Miner.

Timbermen taking out rock while engaged in retimbering or repairing shall not be classed as Rock Miners.

WET PLACES

A working place in the mine where water drips from the roof in quantity sufficient to wet a man's clothing, or where standing water is sufficient to wet a man's clothing above his knees, shall be considered a "Wet Place"; a place where the use of gum boots will keep a man's feet dry shall not be considered a "Wet Place."

MINIMUM RATE

When a miner's working place becomes deficient owing to any abnormal conditions preventing him from earning the minimum wage of ($3.00) per shift, and should the Company desire to continue to work said place or places, the Mine Management and Pit Committee shall examine said place or places and agree upon a rate to be paid the miner for such deficient work. Failing to agree upon such rate, the

place, if worked, shall be worked upon the day wage scale for miners.

DOCKAGE FOR LOADING OF ROCK IN COAL

First offense, 50 lbs of rock, warning and fine of 100 lbs. of coal.

After the first offense 65 lbs. of rock shall be fined 200 lbs. of coal; 85 lbs. of rock shall be fined 400 lbs. of coal; 100 lbs. of rock shall be fined 600 lbs. of coal; 150 lbs. or over of rock shall be fined all the coal in said car.

After the fourth offense in any one calendar month, the offender may be discharged. The Checkweighman shall give the first warning and keep tally of the offenses.

HOLIDAYS

The following days only shall be observed as holidays:

New Years Day
May First
Victoria Day
Dominion Day
Labor Day
Thanksgiving Day
District and International Election Day
Christmas Day

FUNERALS

In the event of an instantaneous death by an accident in the mine, or outside the mine, the miners underground and all other employees, except in the seam where the accident occurred, shall continue to work till the day of the funeral, when it is optional with them whether they shall work or not.

STORE

It shall be understood and agreed that the

employees shall be at perfect liberty to purchase goods wherever they may choose to do so.

DOCTOR AND HOSPITAL

The matter of Doctor and hospital arrangements is to be arranged between the employees, as provided by the laws of British Columbia, and when so arranged, the Company agrees to make the collections for that purpose.

OIL

Present conditions to prevail.

TOOL SHARPENING

All miners mining coal shall pay the Company fifty cents per month for tool sharpening, unless when on make-up.

PAY DAY

The Company will continue to pay the regular payrolls according to the present customs at the several mines; that is, for all wages earned during the previous calendar month on the Fifteenth of each month, if said Fifteenth be a Saturday, and if not, then on the first Saturday after the Fifteenth, except in case of the Fifteenth falling on Sunday, when the Company will pay on the Fourteenth. If during the life of this agreement, the miners can secure the enactment of the half monthly pay day through legislation, this clause shall become null and void.

Any employee desiring to leave the service of the Company shall, on his request, be paid all monies due him within two days after his stoppage of work.

DELIVERY OF TIMBER

In accordance with the Coal Mines Regulation Act of British Columbia, the Company shall

at all times deliver an adequate supply of suitable timber, rails, ties, planks and sheet iron at the nearest cross-cut to the face of all raise workings; in pitching veins where the coal is delivered from the rooms by chutes, the timber, rails, ties, planks and sheet iron shall be delivered at the mouth of the room, (as for example the raise work at Carbonado); and in places where the regular pit cars go to the working face, without being handled by the miner, they shall be delivered on the cars to the working face.

Where the present practice in the mines of the Crow's Nest Pass Coal Company differs from the above it is understood that all new work shall conform to the above rule; but places now working beyond the first cross-cut shall continue under the present practice until finished.

SCHEDULE "A"

The Crow's Nest Pass Coal Company, Limited, will pay the following rates at all mines for timbering, tracklaying, chutes, brushing, McGintys, filling water, etc., except where the contract price specifically includes payment for any of these items:

Timbering—$1.00 per set, with lagging and centre post, when required by the Company; $2.00 per set for heavy timbers used in partings. Room timbers shall not be over eight inches in diameter. Levels, Inclines and Slope timbers shall not be over 12 inches in diameter; anything above that size shall be considered "Heavy Timbers," and paid for at the rate of $1.50 per set.

Cogs—When the Company requires the miner to set Cogs, the cogs shall be properly filled with rock, provided there is rock handy which

only requires to be moved once, and shall pay for the same at the rate of $1.00 for each three feet square; and $1.33 1-3 for each four feet square. The Company shall set all cogs larger than four feet square with Company men.

Posts—When posts measuring ten feet or more in length are required to be set, the Company shall pay thirty-three and one third (33 1-3) cents per post. Posts in Pillar work in Mine No. 8 Michel shall be paid for as at present 33 1-3 cents per post.

Bridge Sticks—When the Company requires the miner to set Bridge Sticks, they will pay $2.00 per Bridge Stick.

Tracklaying—Tracks with 16-lb. rails shall be laid by miners in levels and parallels, and in rooms and inclines shall be laid by miners after one length of rail from frog and switch is laid by Company. In rooms a rate of 15 cents per lineal yard for single tracks, and a rate of 30 cents per lineal yard for double tracks will be paid for all track laid by miners.

Chutes—The Company will build the first section of chutes, miners shall build thereafter, and shall be paid at the rate of 30 cents per lineal yard for all chutes built. The Company shall deliver all material to foot of chutes.

Brushing—Five-sixths cents per foot in width per inch in depth per lineal yard.

McGintys—For each time the McGinty is moved and properly set the Company will pay $3.00; $1.50 each time the Jig or smaller McGinty is moved and properly set; and $5.00 each time the bull-wheel is moved and properly set. The maximum distance that any of these shall be moved at these figures is 12 feet. The Company reserves to itself the right

to move the bull-wheel with labor other than that of the contract miners.

Filling Water—The Company will pay 35 cents per tank for filling water.

SCHEDULE "B"

The Crow's Nest Pass Coal Company, Limited, will pay the following rates of wages at all its mines and coke plants for work above ground:

	Per day	Hours
Slate Picker boys	$1.25	10
Slate Picker Men	2.25	10
Car Oiler men	2.25	10
Car Oiler boys	1.50	10
Tally boys	1.25	10
Teamsters	2.62½	10
Blacksmiths	3.67½	10
Blacksmith helpers	2.62½	10
Carpenters	3.67½	10
Carpenter helpers	2.62½	10
Power House Engineers	3.67½	12
Power House engineers	3.15	8
Fan Men	2.62½	12
Hoisting Engineers	2.89	8
Box Car Loader engineer	3.15	10
Tipple engineer	3.15	10
Locomotive engineer (outside) .	3.15	10
Locomotive engineer helper or switchman	2.75	10
Firemen	2.62½	8
Firemen	3.67½	12
Railway Car Handler (men) ...	2.36	10
Tipple Dumper (man)	2.62½	10
Tipple Dumper (boys)	1.50	10
Car Repairers	3.15	10
Fan Firemen	3.15	12
Lampman (depending on number of lamps and skill of man)	$2.25-$3.15	12

Lampman	2.25-2.62½	8
Machinist	3.15-3.67½	10
Machinist Helper	2.62½	10
Ashman	2.25	10
Ashman	2.62½	12
Wiper man	2.62½	12
Coupler (man)	2.25	10
Coupler (boy)	1.50	10
Timber Framer (men)	3.15	10
Box Car Shovellers, (men) ...	2.62½	10
Finisher after Box Car Loader.	2.25	10
All other outside labor	2.25	10

COKE OVENS

Levelling and drawing (6½ ton charge)	$1.00 per oven	
Levelling and drawing (5 ton charge)	0.80 per oven	
Loading into Box Cars (over 200 tons per month)	0.17 per ton	
Loading into Box Cars (less than 200 tons per month)	0.16 per ton	
Steam Locomotive engineers ..	$3.15	10 hours
Motormen	2.89	10 hours
Larrymen	2.25	10 hours
Plasterers	2.25	10 hours
Carters and cleaners	2.25	10 hours
All other laborers	2.25	10 hours

"All charges to be large or small, at the direction of the Coke Oven Superintendent."

SCHEDULE "C"

The Crow's Nest Pass Coal Company, Limited, will pay the following rates of wages, per working day of eight hours, at all its mines for work underground:

	Per Day
Shot Lighters	$3.00
Brattice men	3.00

Brattice Men Helpers	2.50
Timbermen	3.00
Timbermen Helpers	2.50
Drivers	2.75
Drivers, in wet places	3.00
Drivers, Spike Team	3.25
Tracklayers	3.00
Tracklayers' helpers	2.50
Miners	3.00
Miners, in wet places	3.50
Miners taken from contract work to do Company work	3.00
Rock Miners	3.50
Machine Runners	3.50
Machine Runners' Helpers	3.00
Motormen	2.75
Motormen helpers, and Brakemen	2.50
Hoistmen ... ...$2.75 to	3.00
Rope Riders	2.75
Couplers	2.50
Pushers	2.50
Laborers	2.50
Timber Handlers	2.75
Switchboys ... ...$1.25 to	$1.50
Doorboys	1.00
Pumpmen	2.50

SCHEDULE "D"

The Crow's Nest Pass Coal Company, Limited, will pay the following rates for mining and yardage, to the underground employees of the Coal Creek Colliery:

No. 1 Mine

Mining rate, 55 cents per gross ton.

YARDAGE: Levels and parallels, $1.00 per lineal yard. Cross-cuts between levels, $1.00 per lineal yard. Room Cross-cuts, no tracks, 50 cents per lineal yard.

No. 2 Mine

Mining rate, 60 cents per gross ton.

YARDAGE: Levels and parallels $1.50 per lineal yard. Cross-cuts between levels, $1.50 per lineal yard. Room Cross-cuts, no tracks, 50 cents per lineal yard.

No. 3 Mine

Number 3 Slope and all workings on the North side of Slope; Mining rate, 60 cents per gross ton.

YARDAGE: Levels and parallels, $2.00 per lineal yard. Cross-cuts between levels, $2.00 per lineal yard. Room Cross-cuts, no tracks, 50 cents per lineal yard.

No. 5 Mine

Mining rate, 60 cents per gross ton.

YARDAGE: Levels and parallels, $1.50 per lineal yard. Cross-cuts between levels, $1.50 per lineal yard. Room Cross-cuts, no tracks, 50 cents per lineal yard.

No. 9 Mine

PILLAR AND STALL SYSTEM; mining rate 62½ cents per gross ton.

YARDAGE: Levels and parallels, $1.50 per lineal yard. Cross-cuts between levels, $1.50 per lineal yard. Room Cross-cuts, no tracks, 50 cents per lineal yard.

CLOD: When the Company requires the miner to take down the clod, overlaying the coal, they shall pay him for doing the same, including stowing, one-half cent per inch in thickness, per foot in width per lineal yard, measurement to be taken weekly in the middle of the working place.

BRUSHING: Bottom brushing to be done by the Company.

SCHEDULE "E"

The Crow's Nest Pass Coal Company, Limited, will pay the following rates for mining and yardage to the Underground employees of the Michel Colliery:

No. 3 Mine

Mining rate, 57 3-4 cents per gross ton.

YARDAGE: Levels and Parallels, $1.75 per lineal yard. Cross-cuts between levels, $1.75 per lineal yard. Room Cross-cuts, no tracks, 50 cents per lineal yard.

No. 4 Mine

Mining rate, 55 cents per gross ton.

YARDAGE: Levels and Parallels, $2.00 per lineal yard. Cross-cuts between levels, $2.00 per lineal yard. Room Cross-cuts, no tracks, 50 cents per lineal yard.

No. 5 Mine

Mining rate, 60 cents per gross ton.

YARDAGE: Levels and Parallels, 10 1-2 feet wide, $2.40 per lineal yard. Levels and Parallels 13 1-2 feet wide, $2.00 per lineal yard. Room Cross-cuts, no tracks, 50 cents per lineal yard.

No. 7 Mine

Mining rate, 60 cents per gross ton.

YARDAGE: Levels and Parallels 10 1-2 feet wide, $2.40 per lineal yard. Levels and Parallels 13 1-2 feet wide, $2.00 per lineal yard. Room Cross-Cuts, no tracks, 50 cents per lineal yard.

No. 8 Mine

Mining rate, 55 cents per gross ton.

YARDAGE: Levels and Parallels, $1.00 per lineal yard. Cross-cuts between levels, $1.00 per lineal yard. Room Cross-cuts, no tracks, 50 cents per lineal yard. It is agreed that

the thickness of coal to be taken out in rooms and pillars shall be twelve feet.

SCHEDULE "F"

The Crow's Nest Pass Coal Company, Limited, will pay the following rates for mining and yardage to the underground employees of the Carbonado Colliery:

Nos. 7 and 8 Mines

1. MAIN LEVEL: (Size in coal 14 ft. top, 16 ft. bottom, 9 ft. high.)—One set of 15 inch timber, four feet centres, $13.00 per lineal yard.

2. PARALLEL AIR COURSES: (Size in coal 10 ft. top; 13 ft. bottom; 9 ft. high) One set of timber, collar 12 in. diameter, three feet centres. Coal to be delivered in chutes not over 200 feet from face. $10.00 per lineal yard.

3. CROSS CUTS BETWEEN LEVELS: — Up the pitch; Size in coal 5 ft. wide by 6 ft. high, to be timbered with post and cap every five feet, and a temporary chute at bottom. $3.25 per lineal yard.

4. CHUTES: (Size in coal 6 ft. 6 in. top 11 ft. bottom 8 ft. high.) One set of timber every yard, five planks on each side and two planks on top alongside each post, $9.00 per lineal yard.

5. MANWAY AND TIMBER CHUTE; (Size in coal 8 ft. 6 in. top; 13 ft. bottom; 8 ft. high) One set of timber every yard and centre post where required; two planks in centre and one on side of timber; one permanent stairway, $9.50 per lineal yard.

6. CROSS CUTS: between raises-across the pitch. (Size in coal 6ft. top, 10 ft. bottom, 7 ft. high) to be driven from each side, fifty feet

centres through forty feet pillar. One set of timber every yard, including bridge sticks, $5.50 per lineal yard.

7. ROOMS: (Size in coal 10 ft. 6 in. top, 13 ft. 6 in. bottom, 9 ft. high) not over two hundred feet deep. Set of timbers every yard. Tracklaying and delivering coal to chutes, $8.00 per lineal yard.

8. CROSSCUTS: between rooms—up the pitch —Size in coal 5 ft. wide by 6 ft. high, to be timbered where requred, $3.25 per lineal yard.

9. Except where otherwise specified herein, all sets of timber are to be framed by the miner with Welch Notch. Timber required for chutes shall be framed by the Company.

SCHEDULE "G"

The Crow's Nest Pass Coal Company, Limited, will charge the men the following rates for House rent, Sanitation, Water, Light, Coal, and Supplies sold through its warehouse. The coal shall be weighed on a proper scale, regularly inspected and approved by the Inspector of Weights and Measures. The prices named for coal shall include its delivery to employees' houses at Carbonado, Coal Creek, Old and New Town at Michel, and within one mile of the C. P. R. depot at Fernie:

Coal Creek

HOUSE RENT PER MONTH:

1 Two room House	$ 6.00
26 Two-room Houses	5.00
19 Three Room Houses (single)	8.00
9 Three room Houses (double)	6.00
1 Three room House, (double) (Barber shop)	9.00
12 Three room houses (Slav Town) (double)	6.00

8 Four room Houses (Slav Town) (double)	7.00
74 Four room Houses (double)	8.00
1 Four room House	10.00
2 Five room Houses	10.00
2 Five room Houses (with bath)	11.50
3 Five room Houses (with bath)	10.00
1 Five room House (with bath and fire place)	12.50
1 Six room house (with bath)	10.00
1 Six room house (with bath and fire place)	12.00
1 Six room house (Doctor) (with bath and fire place)	22.50
1 Eight room house (with bath and fire place)	11.00
2 Fourteen room houses, (Boarding House)	28.00
2 Twenty room houses (Boarding House)	35.00
Sanitation per month for each house...	1.00
Water per month for each house	1.00
Water for bath per month for each house (extra)	1.00
Electric Light, per month for each house (per light)	.50
Coal, per ton	2.50
Shacks, ground rent per month	1.00

Fernie

Coal, per ton	$ 2.75
Shacks, ground rent per month	1.00
Shacks, using Company water (extra per month)	1.50

Michel

HOUSE RENT PER MONTH:

2 One room houses (shacks)	$ 2.00
20 One room houses	2.50

3 One room houses	3.00
1 two room house	4.00
53 two room houses	5.00
2 two room houses	6.00
114 four room houses (double)	8.00
1 five room house (cottage with bath)..	10.00
3 five room houses (cottages)	10.00
2 six room houses (with bath)	10.00
1 six room house (without bath)	10.00
1 eight room house (without bath) ...	10.00
1 nine room house (with bath)	15.00
1 ten room house (with bath)	19.00
1 Log bunkhouse	13.00
Doctor's house and hospital	50.00
1 ten room house, (boarding house) ..	17.00
1 ten room house, (boarding house) ..	20.00
1 sixteen room house (boarding house) ..	45.00
2 eighteen room houses (boarding house)	47.00
Shacks, ground rent, per month	.50
Shacks, using Company water (extra per month)	.50
Sanitation per month for each house ..	1.00
Water per month for each house	1.00
Water, per month, for bath for each house (extra)	1.00
Electric lights, per month for each light	.50
Coal, per ton	2.50

Carbonado

HOUSE RENT PER MONTH:

2 eight room Cottages	10.00
10 four room Cottages	10.00
100 four room Cottages (double)	8.00
Sanitation per month for each house	1.00
Water per month for each house	1.00
Water for bath, per month, for each house (extra)	1.00
Coal, per ton	2.50

Supplies Sold Through Company's Warehouse at all Collieries:

A	Augers, Breast complete	$ 2.50	each
	Augers, Handles or Cranks for Breast Augers	.75	"
	Axes, S. B. (without handles) ..	1.25	"
	Axes D. B. (without handles) ..	1.50	"
C	Checks, Brass Tally	.05	"
	Caps, Detonator, per box	1.00	"
	Cans Dynamite	.50	"
	Cans Powder, Monobel	.60	"
D	Dynamite, 40 per cent.	.20	lb
	Drills, Cyclone Coal	7.50	"
	Drills, Hardsocg "Q" Rock	30.00	"
F	Fuse,Gutte Percha	1.00	"
	Fuse, 4 ft. and 6 ft. "Electric".	.06	"
	Files, 6 in. flat	.20	"
	Files, 8 in. flat	.25	"
	Files, 10 in. flat	.30	"
	Files, 4 in. Taper Saw	.08	"
	Files, 6 in. Taper Saw	.10	"
	Files, 8 in. Taper Saw	.15	"
H	Hammers, 4 lb. Striking (without handle)	.75	"
	Hammers, 8 lb. striking (without handle)	1.20	"
	Hammers, Carpenter, Claw, with handle	.90	"
	Hammers, Machinist, with handle	1.20	"
	Hatchets, half or Brattice	1.00	"
	Handles, Coal Pick	.35	"
	Handles, Coal Pick Hardy (without ferrules or sockets)	.35	"
	Handles, Coal Pick Hardy, complete with ferrules and sockets attached	.50	"
	Handles, Clay Pick	.35	"
	Handles, Sledge 36 in.	.35	"
	Handles, S. B. Axe	.40	"

	Handles, D. B. Axe	.50	"
	Handles, Machinist Hammer ...	.20	"
	Handles, Hatchet	.25	"
	Handles, Shovel "D"	.35	"
L	Lamps, Edison Electric, 16 C.P.	.35	"
P	Powder, Monobel	.30	lb
	Picks, Coal. Reg. Long Ear (without handle)	.75	"
	Picks, Hardy Patent, 2½ lbs.	.50	"
	Picks, Hardy Patent, Ferrules ..	.10	"
	Picks, Hardy Patent Sockets	.30	"
	Picks, Clay, without handles ...	1.00	"
S	Shovels, Coal, with handle	1.25	"
	Shovels, Clay, Round point with handles	1.25	"
	Shovels, Clay, Square Point with handles	1.25	"
	Safety Lamp Glasses	.20	"
	Saws, 3½ ft. one man cross-cut, complete with handle	3.25	"
	Saws, 4 ft. two man cross-cut, complete with handle	3.50	"
	Saws, 4½ ft. two man cross-cut complete with handle	4.00	"
	Saws, 5 ft. two man cross-cut, complete with handle	4.50	"
	Saws, 6 ft. two man cross-cut, complete with handles	5.00	"
	Saws, Hand	1.25	"
W	Wedges, Coal 3 lb.	.60	"
	Wedges, Coal 4 lb.	.80	"
	Wrenches, Monkey 6 in.	.85	"
	Wrenches, Monkey, 8 in.	1.00	"
	Wrenches, Monkey, 10 in.	1.35	"
	Wrenches, Monkey, 12 in.	1.55	"
	Wrenches, Monkey 15 in.	2.25	"
	Wrenches, Monkey 18 in.	2.75	"

DEFINITION OF SCHEDULE RATES

The schedule rates under this agreement are to be the minimum rates paid, but nothing in this agreement shall be construed to prevent the Company from paying higher rates should it so desire.

It is also understood that where higher rates have prevailed no reduction shall take place.

CHANGES IN THIS AGREEMENT

To be binding upon the Company any change in any of the terms of this agreement must be made in writing, signed on behalf of the Company by the General Manager or General Superintendent, and a copy of the same furnished promptly to District No. 18, United Mine Workers of America, and also to the Secretary of the local Union affected by any such change.

No Mine Manager, Overman, Fire Boss or other Foreman shall be authorized to vary this agreement in any manner.

RENEWAL OF THIS AGREEMENT

The parties hereto agree to meet in conference thirty days prior to the expiration of this agreement, to discuss the renewal thereof.

IN WITNESS WHEREOF the parties hereto have hereunto set the hands of their proper officers, this thirtieth day of March, A.D. 1909.

THE CROW'S NEST PASS COAL COMPANY, LIMITED

J. D. HURD, General Manager

CHAS. SIMISTER

General Superintendent

THE UNITED MINE WORKERS OF AMERICA, DISTRICT NO. 18

F. H. SHERMAN, President

JOHN R. GALVIN, Vice-President

A. J. CARTER, Sec-Treasurer.

DISTRICT SCALE COMMITTEE

THOMAS BIGGS

WILLIAM WHITEHOUSE

WITNESSES

A. Klauer

J. S. Irvine